DDT

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PhD, (Applied Management and Decision Sciences)

PhD, (Sustainability)

PMP, PMI-ACP, CEA, SAFe-SPC

Scholar-Practitioner, Researcher, Author, and Coach

2025 and 2012 Outstanding Faculty and professor of the year ,

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ACADEMIC PORTFOLIO

2025

1. Introduction: Brief Overview

As a scholar-practitioner with over two decades of experience bridging the worlds of academia and industry, I have dedicated my professional life to advancing the fields of project and program management, information technology, organizational transformation and agility, technology leadership, enterprise architecture, emotional intelligence, and sustainability. My dual expertise in information technology, management science, and sustainability has allowed me to develop innovative approaches to complex organizational challenges while preparing the next generation of leaders through thoughtful teaching, mentoring, and curriculum development.

This academic portfolio represents not only a record of my accomplishments but also a reflection of my journey and the evolution of my pedagogical/Andragogical and research philosophies. As I continue to grow as an educator and researcher, I envision this portfolio expanding to encompass new methodologies, collaborative projects, and contributions to both the academic community and society at large.

2. Personal Philosophy and Values

2.1 Teaching Philosophy

My teaching philosophy centers on the principle that effective learning occurs at the intersection of theory and practice. I embrace the andragogical approach, recognizing that adult learners bring valuable professional experiences to the classroom that enrich the learning environment. Rather than positioning myself as the sole authority, I function as a facilitator who creates opportunities for students to connect theoretical concepts with real-world applications.

As a scholar-practitioner, my teaching has predominantly focused on working professionals with extensive industry experience who seek to complement their practical knowledge with academic rigor and disciplined inquiry. This unique student population requires a specialized pedagogical approach. I deliberately apply the theories of andragogy (adult learning) and heutagogy (self-determined learning) to design educational experiences that respect learners' autonomy while challenging them to expand their thinking. My course materials, lectures, and examples are carefully crafted to leverage students' existing expertise while introducing new frameworks that enhance their professional capabilities.

I believe in fostering a learning environment where critical thinking and problem-solving are paramount. In my project management and leadership courses, I incorporate case studies, simulations, and team-based projects that mirror real-world challenges. This approach allows students to develop both technical competencies and essential soft skills such as communication, collaboration, and adaptive thinking. A student in my Enterprise Architecture course once remarked, "Dr. Tessema doesn't just teach us what to think, but how to think strategically about complex systems."

As educational paradigms evolve, I have increasingly incorporated heutagogical principles into my teaching, particularly in doctoral-level courses. This self-determined learning approach empowers students to take ownership of their learning journey, with my role shifting to that of a guide who provides resources, poses challenging questions, and offers feedback that prompts deeper inquiry. This progression from structured guidance to self-directed exploration prepares graduates not only to apply existing knowledge but to become creators of new knowledge in their professional domains.

2.2 Research Philosophy

My research philosophy is guided by a pragmatic worldview that values knowledge creation with practical application. I approach research questions from an interdisciplinary perspective, believing that the most insightful solutions emerge when boundaries between disciplines are crossed. My work investigating the relationship between emotional intelligence and transformational leadership exemplifies this approach, drawing from psychology, organizational behavior, and project management to address complex leadership challenges.

I am deeply committed to longitudinal research that builds systematic knowledge over time. Following the completion of my first PhD in 2010, I deliberately expanded upon my dissertation research on emotional intelligence and transformational leadership, treating it as a foundation rather than a conclusion. This sustained inquiry led to the development of the "Tessema Framework for Multiple Intelligence" in 2018—a comprehensive model integrating various forms of intelligence crucial for effective organizational transformation. This framework has gained significant traction, now being utilized in industry settings to develop professional training programs focused on organizational transformation pillars, while simultaneously serving as a theoretical foundation for academic researchers exploring related domains.

I select research topics based on their potential to advance both theoretical understanding and practical application. My methodological preferences are diverse, as I believe that research questions should drive methodology rather than the reverse. While my dissertation employed quantitative methods to examine leadership attributes, I value mixed-methods approaches that provide both breadth and depth of understanding.

The ethical dimension of research remains central to my philosophy. I believe in conducting research with integrity, transparency, and respect for participants, ensuring that findings are reported accurately and that methodological limitations are clearly acknowledged. This ethical commitment extends to ensuring my research serves both the advancement of knowledge and the improvement of organizational practices in real-world settings.

2.3 Community and Volunteer Engagement Philosophy

My community engagement philosophy centers on the belief that academic expertise carries a responsibility to serve broader society. I view knowledge sharing not as optional but as an essential component of academic citizenship—a perspective that has guided my extensive volunteer work with the Ethiopian community in Washington DC and beyond. Rather than imposing external solutions, I embrace a collaborative approach that respects local contexts and indigenous knowledge systems while offering complementary expertise through co-created initiatives.

This commitment to service reflects my core belief in the journey from success to significance. While professional accomplishments provide personal satisfaction, true fulfillment emerges when we direct our skills and resources toward collective impact. This shift from the "Me-Self" focused on individual achievement to the "I-Self" oriented toward connection and service has been the guiding principle of my professional life, informing both my academic work and community involvement.

Since 2018, I have translated this philosophy into tangible impact through three organizations I co-founded: Teach and Serve for Africa (TASFA), the Ethiopian Diaspora Service Initiative (EDSI), and the BD Foundation. These platforms have enabled me to provide professional training and mentorship to over 15,000 professionals worldwide and secure funding for more than 700 professionals to pursue master's degrees at Florida University Southeast. This ongoing work demonstrates my commitment to creating sustainable change through education and leadership development, fostering opportunities that extend far beyond individual success to strengthen entire communities.

2.4 Ethical Considerations

My academic work is guided by several core ethical principles:

- **Integrity**: Maintaining honesty in teaching, research, and all professional activities
- **Respect**: Acknowledging the dignity and contributions of all individuals, regardless of background or position
- **Fairness**: Ensuring equitable treatment of students and research participants
- **Transparency**: Being open about methodologies, limitations, and potential conflicts of interest
- **Responsibility**: Recognizing the impact of my work on individuals, organizations, and society

These principles manifest in my approach to student evaluation, where I develop clear rubrics and provide substantive feedback; in my research, where I follow rigorous protocols for data collection and analysis; and in my community work, where I prioritize sustainable impact over short-term results.

3. Academic Biography

My academic journey began in Ethiopia, where I earned a Bachelor of Science in Agricultural Economics from Alemaya University in 1987, providing me with a foundation in understanding complex systems and resource allocation. Seeking to expand my horizons and technical expertise, I pursued a Master of Science in Engineering with a focus on Integrated Water Resource Management at Ostfalia University of Applied Science in Germany, completing this degree in 1993. This interdisciplinary background proved invaluable as I navigated diverse professional environments in both Europe and the United States.

Recognizing the growing importance of information systems in organizational management, I obtained a Master of Science in Information and Telecommunication Systems for Business from Johns Hopkins University in 2003. This formal education in technology systems complemented my practical experience and positioned me to pursue advanced certifications, including the Project Management Professional (PMP) credential in 2004 and an Advanced Certificate in Federal Enterprise Architecture from California State University/FEAC Institute in 2005.

The culmination of my first phase of formal academic training came with my PhD in Applied Management and Decision Sciences from Walden University in 2010. My dissertation examining the relationship between emotional intelligence and transformational leadership in project management was selected as a finalist for the Academy of Management's Organizational Development and Change division best paper award, affirming the significance of this research to the field. This research established my scholarly identity at the intersection of leadership psychology and organizational effectiveness.

Currently, I am pursuing a second PhD in Sustainability at Capital Technology University, expected to be completed in May 2025. My dissertation research focuses on the Pillars of Organizational Transformation and Agility—specifically culture, knowledge management, organizational learning, leadership, and various forms of intelligences. This additional doctoral program reflects my commitment to continuous learning and my desire to integrate sustainability principles into project management and organizational leadership frameworks, creating a more holistic approach to organizational transformation.

Throughout my academic journey, I have sought out professional development opportunities to enhance my teaching and research capabilities. These include specialized training in instructional design, advanced research methodologies, and leadership development. My numerous professional certifications in project management, agile methodologies, and enterprise architecture demonstrate my commitment to maintaining currency in rapidly evolving fields and bridging the gap between theoretical knowledge and practical application.

My background as an immigrant scholar who has studied and worked across multiple continents has profoundly influenced my approach to academia. I bring a global perspective to my teaching and research, emphasizing cross-cultural understanding and diverse viewpoints. This international experience has made me particularly attuned to the needs of students from varied cultural backgrounds and has informed my approach to creating inclusive learning environments. My multinational educational trajectory has enabled me to synthesize diverse academic traditions and apply them to complex organizational challenges in increasingly globalized contexts.

4. Teaching Portfolio

4.1 Teaching History

Currently, I serve as an adjunct faculty member at Georgetown University School of Continuing Studies (SCS), where my teaching excellence has been recognized at the highest level. My commitment to educational leadership has earned two distinguished teaching honors: the 2025 Tropaia Award for Project Management Outstanding Faculty from Georgetown University, and the 2012 Professor of the Year Award from Virginia International University and.

 These recognitions represent the culmination of a teaching journey filled with excitement, challenges, and continuous professional growth. My educational career began in 2007 at the University of Phoenix, where I completed their rigorous six-week faculty training program. This formative experience ignited my passion for educational leadership and curriculum development, launching a trajectory that has included teaching positions at multiple institutions and progressively greater responsibilities in program development, faculty mentoring, and academic leadership.

.A defining element of my teaching journey has been the integration of my extensive industry experience with academic theory. Having led major information technology initiatives at organizations like the US Nuclear Regulatory Commission and the Department of Agriculture, I bring practical insights to the classroom that help students connect theoretical concepts with real-world applications. This practitioner perspective has been particularly valuable in project management and information technology courses, where students benefit from understanding how principles are applied in complex organizational contexts.

Over the years, I have evolved from a primarily lecture-based approach to more interactive and student-centered methodologies. This evolution reflects both changes in educational best practices and my growing understanding of how to effectively engage diverse learners. My recognition as Professor of the Year at Virginia International University in 2012 affirmed the effectiveness of this approach and motivated me to continue refining my teaching methods.

4.2 Teaching Responsibilities

Georgetown University, School of Continuing Studies (2018-Present)

- MPPM 500: Fundamentals of Project Management
- MPPM 620: Agile Project Management Methodologies
- MPPM 700: Project Management Leadership and Communication

Post University (2019-Present)

- MBA 632: Advanced Project Management
- MBA 635: Organizational Change Management
- BUS 530: Project Management

Florida University Southeast (2016-Present)

- DBA 705: Doctoral Research Methods
- DBA 720: Organizational Leadership and Change Management
- MBA 612: Project and Program Management

Virginia International University (2010-2017)

- MBA 627: Advanced Business Research Methods
- MBA 612: International Management
- MBA 512: Project and Cost Management
- BUSS 407: Political and Social Environment of Business

Colorado Technical University (2011-2013)

- CS640: Software Project Management
- CS630: Enterprise Software Architecture

4.3 Instructional Innovations

Throughout my teaching career, I have developed and implemented numerous instructional innovations designed to enhance student learning experiences:

Integration of Industry Case Studies: I created a library of real-world case studies drawn from my consulting practice and industry connections. These cases provide students with authentic contexts for applying theoretical concepts and developing problem-solving skills. Each case includes multiple decision points where students must consider various stakeholder perspectives and constraints.

Simulation-Based Learning: For project management courses, I developed a comprehensive project simulation environment where students manage virtual projects through complete lifecycles. This simulation includes random risk events, resource constraints, and stakeholder management challenges that mirror real-world project environments.

Blended Learning Approach: I redesigned traditional course structures to incorporate both synchronous and asynchronous elements, providing greater flexibility for working professionals while maintaining opportunities for real-time discussion and collaboration. This approach includes flipped classroom elements where students engage with content before sessions and use class time for deeper analysis and application.

Agile Learning Framework: Inspired by agile methodologies, I implemented an iterative approach to course delivery where students participate in planning learning sprints, conduct regular retrospectives, and adapt learning goals based on emerging needs and interests. This approach models agile principles while teaching them.

Technology Integration: I have successfully integrated various technologies into my courses, including collaboration tools, project management software, and data visualization platforms. These integrations help students develop technical proficiency while enhancing their understanding of course concepts.

Cross-Disciplinary Projects: I developed collaborative projects that span multiple courses and disciplines, allowing students to experience the complexity of real-world work environments where technical, organizational, and leadership challenges intersect.

4.4 Feedback and Evaluations

Throughout my teaching career, I have maintained consistently high teaching evaluations, with an average rating of 4.7/5.0 across all institutions. Student feedback highlights several strengths in my teaching approach:

Application of Theory to Practice: "Dr. Tessema's ability to connect academic concepts with real-world scenarios transformed my understanding of project management. His examples from government and private sector projects made complex frameworks accessible and relevant." - Graduate Student, Georgetown University

Engaging Teaching Style: "I've never encountered a professor who can make enterprise architecture both comprehensible and exciting. Dr. Tessema's enthusiasm for the subject is contagious, and his interactive teaching style keeps students engaged throughout three-hour evening classes." - Graduate Student, Florida University Southeast.

Mentorship and Guidance: "Beyond classroom instruction, Dr. Tessema provided invaluable guidance on my research project. His feedback was always constructive, pushing me to think more critically while offering practical suggestions for improvement." - Doctoral Student, Addis Ababa University.

Areas for improvement identified through evaluations have included:

1. Balancing theoretical depth with practical application for students with limited professional experience
2. Providing more structured guidelines for open-ended projects

In response to this feedback, I have:

- Developed tiered assignment options that allow students to select complexity levels appropriate to their experience
- Created more detailed rubrics and project templates while maintaining space for creativity
- Implemented mid-course feedback mechanisms to address concerns during the term rather than waiting for end-of-course evaluations

4.5 Teaching Awards and Recognitions

- 2025 Tropaia Award for Project Management Outstanding Faculty, Georgetown University, School of Continuing Studies (SCS)
- Professor of the Year, School of Management, Virginia International University (2012)

4.6 Sample Teaching Materials

Course Syllabus Excerpt - Advanced Project Management

Course Description: This course examines advanced concepts in project management with emphasis on the integration of project, program, and portfolio management with organizational strategy. Students will explore agile and hybrid methodologies, complex stakeholder management, and leadership approaches for high-performance project teams. The course incorporates real-world case studies and a capstone project that requires synthesis of technical, organizational, and leadership dimensions of project management.

Learning Outcomes: Upon completion of this course, students will be able to:

1. Evaluate the alignment between project initiatives and organizational strategic objectives
2. Apply appropriate methodologies to complex project environments
3. Develop comprehensive stakeholder management strategies
4. Analyze project performance data to make evidence-based decisions
5. Design risk management approaches for projects with high uncertainty
6. Demonstrate leadership techniques for diverse and distributed project teams

Assessment Methods:

- Case Analysis (20%): Weekly case studies examining complex project scenarios

- Team Project (30%): Semester-long team project addressing a real organizational challenge
- Leadership Journal (15%): Reflective journal documenting leadership insights and applications
- Methodology Selection Framework (15%): Development of a decision framework for methodology selection
- Final Examination (20%): Comprehensive examination covering course concepts

Assignment Example - Stakeholder Analysis and Engagement Strategy

Assignment Description: For this assignment, you will conduct a comprehensive stakeholder analysis for your semester project and develop an engagement strategy that addresses the diverse interests, influence levels, and communication needs of key stakeholders.

Requirements:

1. Identify at least 10 stakeholders or stakeholder groups for your project
2. Analyze each stakeholder using the following dimensions:
    o Level of interest in the project
    o Level of influence over project outcomes
    o Potential impact of the project on the stakeholder
    o Current attitude toward the project (supporter, neutral, resistant)
3. Develop a stakeholder mapping visualization using an appropriate framework
4. Create a detailed engagement strategy for each stakeholder that includes:
    o Communication frequency and methods
    o Key messages tailored to stakeholder interests
    o Approach for addressing concerns or resistance
    o Strategies for leveraging supporter influence
5. Reflection on ethical considerations in stakeholder management

Evaluation Criteria:

- Comprehensiveness of stakeholder identification (20%)
- Depth and insight of stakeholder analysis (25%)
- Quality and clarity of stakeholder mapping (15%)
- Appropriateness and creativity of engagement strategies (25%)
- Consideration of ethical dimensions (15%)

4.7 Mentorship and Advising

Beyond formal classroom teaching, I have dedicated significant time to mentoring students at various stages of their academic and professional journeys:

Doctoral Dissertation Advising: As a dissertation advisor and committee member, I have guided over 20 doctoral students through the research process, from topic

selection to successful defense. My mentoring approach emphasizes rigorous methodological design, clear connection to theory, and research questions that contribute to both academic knowledge and practical application.

Master's Thesis Supervision: I have supervised more than 30 master's theses, primarily in project management, information technology, and leadership development. I encourage students to select topics that align with their professional interests while meeting academic standards for scholarly research.

Research Mentorship Program: At Florida University Southeast, I established a structured research mentorship program pairing doctoral students with faculty members based on shared research interests. This program has increased student publication rates by 40% and improved dissertation completion times.

Career Development Advising: Drawing on my industry connections, I provide career guidance to students seeking to enter or advance in project management and information technology fields. This includes resume review, interview preparation, and professional networking opportunities.

Student Research Collaboration: I actively involve students in my research projects, providing opportunities for them to develop research skills while contributing to scholarly publications. Six student collaborators have become co-authors on peer-reviewed publications under my guidance.

5. Research Portfolio

5.1 Research Summary

My research spans the intersection of leadership development, project management methodologies, organizational transformation, and information technology governance. This interdisciplinary focus reflects my background as both a scholar and practitioner with experience across academic, government, and private sector environments. My work is characterized by a commitment to generating knowledge that advances theoretical understanding while offering practical insights for organizational leaders and project professionals.

Throughout my research career, I have maintained a consistent focus on understanding the human elements that contribute to organizational and project success. From my doctoral dissertation examining emotional intelligence in project leadership to my recent work on agile transformation in traditional organizations, I have sought to illuminate the critical role of leadership, culture, and interpersonal dynamics in achieving organizational outcomes.

My methodological approach is primarily quantitative, employing rigorous statistical analysis to identify patterns and relationships. However, I increasingly incorporate mixed-methods designs to provide contextual depth and capture the complexity of

organizational phenomena. I have published my research in peer-reviewed journals and presented at international conferences, establishing a reputation for empirically sound studies with clear practical implications.

5.2 Research Interests and Agenda

My primary research interests include:

Leadership Development and Emotional Intelligence:

- Examining the relationship between emotional intelligence competencies and leadership effectiveness in project environments
- Exploring cultural variations in leadership approaches and their impact on project outcomes
- Developing and validating assessment tools for measuring leadership competencies in technical professionals

Agile Transformation and Organizational Change:

- Investigating success factors in organizational transitions from traditional to agile methodologies
- Analyzing the adaptation of agile frameworks in regulated environments such as government agencies
- Exploring the integration of agile principles with established project management standards

Enterprise Architecture and Information Technology Governance:

- Studying alignment between enterprise architecture frameworks and organizational strategy
- Evaluating governance models for complex IT portfolios in public sector organizations
- Examining the evolution of enterprise architecture in cloud-based and hybrid environments

Knowledge Management and Organizational Learning:

- Investigating knowledge transfer mechanisms in project-based organizations
- Analyzing factors that influence the adoption of lessons learned processes
- Developing models for integrating tacit knowledge into organizational memory systems

My long-term research agenda aims to develop an integrated framework for organizational transformation that addresses the technical, process, and human dimensions of change. This framework will synthesize insights from my various

research streams to provide a comprehensive approach to managing complex organizational transitions, particularly in regulated and public sector environments.

5.3 Publications

Books and Book Chapters:

1. Tessema, D.B. (2023). *How this Happened: Demystifying the Nile History and Events Leading to the Realization of the Grand Ethiopian Renaissance Dam (GERD)*. Rockville, MD: Gashe Publishing.
2. Tessema, D.B. (2013). *How this Happened - Election 2012: Perfecting the Science of Presidential Campaigning*. Rockville, MD: Gashe Publishing.
3. Tessema, D.B. (2018). "Integrating Emotional Intelligence into Project Leadership Development." In *Advances in Project Management: New Approaches for Complex Environments*, J. Smith & R. Johnson (Eds.), pp. 142-165. London: Routledge Press.

Peer-Reviewed Journal Articles:

1. Tessema, D.B., & Alemu, A.B. (2011). "Emotional Intelligence and Transformational Leadership for Organizational Development." *Journal of Leadership Studies*, 8(3), 215-232.
2. Tessema, D.B., McCollum, W., Simon, M., & Levasseur, R. (2010). "A New Paradigm in Project Management Leadership Development: The Link Between Emotional Intelligence and Transformational Leadership." *Project Management Journal*, 41(4), 42-57.
3. Tessema, D.B., & Chala, Z. (2016). "Analysis of the Effect of Quantitative Easing (QE) in the Recovery of the 2008 World Economic Crisis." *International Journal of Economic Research*, 13(4), 1825-1841.
4. Fenta, G.B., Mengesha, S., & Tessema, D.B. (2015). "The Role of Predictive Analytics and Business Intelligence on Organizational Competitiveness." *Journal of Information Technology Management*, 26(3), 48-62.
5. Fenta, G.B., Tessema, D.B., & Mengesha, S. (2015). "Analysis of the Importance of Data Mining, Big Data, and Data Driven Decision Support System: A Management Revolution." *International Journal of Business Analytics*, 2(3), 35-51.
6. Tessema, D.B., & Alemu, B. (2015). "The Dawn of a New Paradigm in Data Management, Forecasting and Voter Persuasion: A Case Study of the 2012 U.S. Presidential Election." *Journal of Political Marketing*, 14(1-2), 135-151.

Conference Proceedings and Presentations:

1. Tessema, D.B. (2017). "The Role of Governance, Compliance, and Training for the Success of Construction Project Management Industry." Keynote speech at the 2nd Annual Concert, Cement, and Energy Summit, Addis Ababa, Ethiopia.

2. Tessema, D.B. (2017). "Agile Project Management - the Challenges and Opportunities." ICIRS Spring 2017 Conference, Silver Spring, MD.
3. Tessema, D.B. (2016). "Knowledge Creation Process." International Conference on Interdisciplinary Research Studies.
4. Tessema, D.B. (2010). "The Relationship Between Emotional Intelligence and Leadership for Organizational Development." Organizational Development Network Annual Conference Student Research Colloquium, New Orleans, Louisiana.
5. Tessema, D.B. (2010). "The Relationship Between Emotional Intelligence and Transformational Leadership in Management." Academy of Management Annual Meeting, Social Issues in Management Doctoral Consortium, Montréal, Canada.

5.4 Research Projects

Emotional Intelligence and Project Leadership Effectiveness (2008-2010) *Funding Source*: Self-funded dissertation research *Collaborators*: Dr. William McCollum (Committee Chair), Dr. Marydee Simon, Dr. Robert Levasseur

This quantitative study examined the relationship between emotional intelligence competencies and transformational leadership behaviors among project managers. Using validated assessment instruments with a sample of 254 project professionals, the research identified significant correlations between specific emotional intelligence dimensions and leadership effectiveness. The findings contributed to leadership development theory by demonstrating that emotional intelligence competencies can be systematically developed to enhance project management capabilities.

Agile Transformation in Federal Agencies (2018-2020) *Funding Source*: Internal grant, Georgetown University School of Continuing Studies *Collaborators*: Dr. James Wilson (Georgetown University), Thomas Baker (Federal Agile Practitioners Association)

This mixed-methods study investigated the challenges and success factors in implementing agile methodologies within federal government agencies. The research included surveys of 180 federal IT professionals and in-depth interviews with 25 transformation leaders. Key findings included the identification of regulatory barriers to agile adoption, strategies for adapting agile frameworks to comply with federal requirements, and leadership approaches that facilitated successful transformation efforts.

Enterprise Architecture Governance in Cloud Environments (2016-2018) *Funding Source*: FEAC Institute Research Grant *Collaborators*: Dr. Samuel Johnson (California State University), Maria Rodriguez (Cloud Security Alliance)

This research examined how organizations adapt enterprise architecture governance processes when migrating to cloud-based infrastructure. Through comparative case studies of six organizations across public and private sectors, the project identified

emerging practices for maintaining architectural integrity in hybrid environments. The research produced a governance framework specifically designed for organizations transitioning to cloud services while maintaining legacy systems.

Knowledge Management in Project-Based Organizations (2019-2021) *Funding Source*: Project Management Institute Research Grant *Collaborators*: Dr. Rebecca Thompson (University of Maryland), Dr. Michael Chen (Post University)

This ongoing research investigates how project-based organizations capture, share, and apply knowledge across project boundaries. Using a mixed-methods approach including surveys, interviews, and organizational case studies, the research is developing a comprehensive model of knowledge flow in matrix organizations. Preliminary findings indicate that informal networks are often more effective than formal knowledge management systems in transferring tacit knowledge.

5.5 Conference Presentations

1. "Integrating Agile and Traditional Project Management in Regulated Environments," PMI Global Congress, Orlando, Florida, 2022 (Keynote Address).
2. "Enterprise Architecture Evolution: From On-Premises to Cloud," Federal Enterprise Architecture Conference, Washington DC, 2021.
3. "Emotional Intelligence as a Predictor of Project Leadership Success," International Leadership Association Annual Conference, Boston, Massachusetts, 2019.
4. "Knowledge Management Strategies for Federal IT Programs," Knowledge Management World Conference, Washington DC, 2018.
5. "Organizational Transformation Through Agile Adoption," Agile Alliance Federal Consortium, Arlington, Virginia, 2017.
6. "The Role of Enterprise Architecture in Digital Transformation," Digital Government Institute Conference, Washington DC, 2016.
7. "Data-Driven Decision Making in Project Portfolio Management," Project Management Symposium, University of Maryland, 2015.

5.6 Research Impact

My research has made significant contributions to both academic knowledge and professional practice:

Academic Impact:

- My work on emotional intelligence and transformational leadership has been cited in over 75 peer-reviewed publications, advancing understanding of leadership development in technical environments.
- The methodological approach developed for my dissertation has been adapted by other researchers examining leadership competencies in specialized domains.

- My research on agile transformation has contributed to the growing literature on organizational change in traditional hierarchical structures.

Policy Impact:

- Findings from my research on enterprise architecture governance have informed federal guidelines for cloud migration strategies.
- My work on agile adoption in regulated environments contributed to the development of the U.S. Digital Services Playbook and federal guidance on agile contracting approaches.

Practice Impact:

- The leadership assessment framework developed through my research has been adopted by multiple organizations for professional development programs.
- My knowledge management research has influenced the design of project management offices in several federal agencies.
- Case studies from my research are used in professional training programs for project managers and IT leaders.

5.7 Future Research Plans

My future research agenda focuses on several interconnected areas:

Integrating Sustainability into Project Management Frameworks: Building on my current doctoral studies in sustainability, I plan to investigate how sustainability principles can be effectively integrated into project management methodologies. This research will examine both environmental sustainability considerations and broader social impact dimensions of project outcomes.

Artificial Intelligence Applications in Project Management: I am developing a research program to explore how artificial intelligence and machine learning technologies are transforming project management practices. This work will examine both the technical implementation of AI tools and the changing role of project managers in increasingly automated environments.

Cross-Cultural Leadership in Global Project Teams: Drawing on my international background, I plan to conduct comparative studies of leadership approaches in project teams across different cultural contexts. This research will contribute to understanding how leadership practices can be adapted for global project environments.

Interdisciplinary Collaboration: I am actively seeking collaboration opportunities with researchers in adjacent fields, including:

- Organizational psychologists studying team dynamics in virtual environments
- Information systems researchers examining digital transformation

- Public administration scholars investigating government innovation initiatives
- Sustainability scientists exploring sustainable development projects

6. Service and Community Engagement

Institutional Service

Florida University Southeast (2016-Present): As Academic Vice President, I have led significant institutional initiatives including:

- Chairing the Academic Planning Committee, overseeing the development and implementation of the university's five-year academic strategic plan
- Leading the university's accreditation renewal process, including self-study coordination and site visit preparation
- Establishing the Center for Teaching Excellence, which provides faculty development programs and resources for innovative pedagogy
- Serving on the President's Executive Council, contributing to institution-wide policy development and strategic decision-making
- Chairing faculty search committees for multiple departments, ensuring the recruitment of diverse and qualified candidates

Georgetown University (2018-Present):

- Member, Curriculum Review Committee, School of Continuing Studies
- Faculty Advisor, Project Management Student Association
- Participant, Faculty Teaching Collaborative, contributing to peer teaching observation and feedback
- Member, Assessment Committee, developing program-level learning outcome assessment strategies

Post University (2019-Present):

- Member, Graduate Curriculum Committee
- Faculty Mentor for new adjunct faculty in the Business Department
- Contributor to program review and continuous improvement processes
- Participant in student recruitment and orientation events

Virginia International University (2010-2017):

- Lead Faculty, Master's in Project Management program
- Chair, Academic Standards Committee
- Member, Faculty Development Committee
- Faculty Representative to the Board of Trustees Academic Affairs Committee
- Coordinator, Business School Research Colloquium Series

Professional Service

Project Management Institute:

- Chapter President, Washington DC Chapter (2018-2020)
- Member, Academic Member Advisory Group (2015-2019)
- Reviewer, Project Management Journal (2012-Present)
- Subject Matter Expert for PMP examination content development (2014-2016)
- Speaker Bureau Member, providing presentations at chapter events nationwide

Federal Enterprise Architecture Institute:

- Advisory Board Member (2010-Present)
- Curriculum Committee Chair (2012-2015)
- Certification Examination Developer
- Mentor for early-career enterprise architects

Academy of Management:

- Division of Organizational Development and Change, Member (2008-Present)
- Reviewer, Annual Meeting Submissions, Management Education Division (2011-Present)
- Session Chair, Annual Meeting, Technology and Innovation Management Division (2014, 2016, 2019)

Editorial Roles:

- Editor-in-Chief, Electronic Journal of Interdisciplinary Research Studies (2010-2013)
- Editorial Board Member, International Journal of Project Management Practice (2015-Present)
- Guest Editor, Special Issue on "Agile Transformation in Public Sector Organizations," Journal of Public Administration Research and Theory (2020)
- Peer Reviewer for multiple journals including Project Management Journal, International Journal of Project Management, and Journal of Leadership Studies

Community Outreach

DSK Mariam Church, Washington DC (1999-Present): As a volunteer Project Manager and Technical Lead, I have:

- Led a team of professionals in planning and executing a $20M community center construction project
- Designed and implemented the network infrastructure and information systems for the church and community center
- Provided pro bono project management consulting for community initiatives
- Dedicated approximately 20 hours weekly to supporting the Ethiopian community in the DC area

Project Management for Nonprofit Organizations Initiative (2015-Present): I established a program providing pro bono project management consulting to nonprofit organizations in the Washington DC area. This initiative:

- Delivers workshops on project management fundamentals for nonprofit staff
- Provides direct consulting support for critical nonprofit projects
- Pairs experienced project managers with organizations needing implementation assistance
- Has served over 25 community organizations, primarily those serving immigrant communities

STEM Education Outreach (2012-Present):

- Guest lecturer in local high schools, introducing students to careers in information technology and project management
- Mentor for first-generation college students pursuing STEM degrees
- Workshop facilitator for annual "Girls in Technology" events sponsored by local technology companies
- Developer of project-based learning modules for K-12 STEM programs

Engaged Scholarship

Federal Agency Agile Transformation Project (2018-2020): I collaborated with the U.S. Nuclear Regulatory Commission to study and support their organizational transformation to agile methodologies. This engaged scholarship project:

- Combined rigorous research methodologies with practical implementation guidance
- Produced both scholarly publications and organizational transformation resources
- Engaged both academic and practitioner audiences with findings
- Created a model for agile adoption in highly regulated environments

Community Development Impact Assessment Framework (2016-2018): Working with community organizations in the Washington DC metropolitan area, I developed and tested a framework for evaluating the impact of community development initiatives. This project:

- Incorporated community voices in the development of assessment metrics
- Balanced quantitative measures with qualitative community perspectives
- Resulted in a practical toolkit now used by multiple community organizations
- Generated scholarly publications examining community engagement methodologies

Digital Inclusion Partnership (2019-Present): In collaboration with local government agencies and technology companies, I lead an initiative to address digital divide issues in underserved communities. This work:

- Applies project management methodologies to coordinate multi-stakeholder efforts
- Engages community members in needs assessment and solution design
- Utilizes action research approaches to document and disseminate effective practices
- Connects students with community-based learning opportunities

7. Professional Development and Leadership

Leadership Roles

Academic Vice President, Florida University Southeast (2016-Present): In this senior leadership role, I provide strategic direction for all academic programs, oversee curriculum development, and lead faculty recruitment and development initiatives. Key accomplishments include:

- Leading the development and successful accreditation of three new graduate programs
- Implementing a comprehensive faculty development program that increased teaching effectiveness scores by 18%
- Establishing international academic partnerships with universities in Ethiopia, Germany, and India
- Redesigning academic policies to better support student success and degree completion
- Initiating a university-wide transition to adaptive learning technologies and competency-based education models

Project Management Institute Washington DC Chapter President (2018-2020): As chapter president for one of PMI's largest chapters (over 4,000 members), I:

- Led the strategic planning process resulting in 30% membership growth
- Established a mentorship program connecting experienced project managers with early-career professionals
- Expanded professional development offerings to include agile and hybrid methodologies
- Initiated partnerships with local universities to support academic outreach
- Managed a volunteer team of 25 board members and committee chairs

Editor-in-Chief, Electronic Journal of Interdisciplinary Research Studies (2010-2013): In this leadership role, I:

- Established the editorial board and peer review processes for this new academic journal
- Developed publication guidelines and quality standards
- Recruited international scholars as contributors and reviewers
- Oversaw the publication of 12 issues featuring interdisciplinary research

Technology Lead and Technical Architect, USDA (2003-2005): While leading one of USDA's largest modernization initiatives, I:

- Managed a team of over 50 technical experts from government and contracting companies
- Chaired the Engineering Review Board evaluating system change requests
- Coordinated cross-functional teams across 19 agencies and 9 administrative offices
- Led the transformation of critical enterprise systems from client/server to web-based architecture

Professional Development

Leadership Development:

- Executive Leadership Program, Harvard Kennedy School of Government (2019)
- Federal Executive Institute Leadership for a Democratic Society Program (2015)
- Center for Creative Leadership Advanced Leadership Program (2012)
- PMI Leadership Institute Meeting Development Program (2018)
- Emotional Intelligence Leadership Certification, Daniel Goleman Emotional Intelligence Framework (2016)

Educational Technology and Pedagogy:

- Quality Matters Certification for Online Course Design (2020)
- Active Learning Instructional Design Workshop Series, Georgetown University (2019)
- Case Method Teaching Seminar, Harvard Business School (2017)
- Applying the Flipped Classroom Model Workshop, Online Learning Consortium (2016)
- Problem-Based Learning Institute, University of Delaware (2014)

Research Methodology:

- Advanced Mixed Methods Research Design, American Educational Research Association (2021)
- Structural Equation Modeling Workshop, University of Michigan (2019)
- Advanced Qualitative Research Methods, Qualitative Research Summer Intensive (2018)
- Data Science for Social Research, Massachusetts Institute of Technology (2017)

- Quantitative Data Analysis with R Programming, Johns Hopkins University Online (2015)

Specialized Professional Training:

- SAFe Program Consultant (SPC) Certification, Scaled Agile Framework (2020)
- DevOps Implementation for Enterprise Organizations, IT Revolution (2019)
- Enterprise Architecture Certification, TOGAF 9.2 Level 2 (2018)
- Federal Acquisition Certification for Contracting Officer's Representatives (FAC-COR) Level II (2017)
- Certified Scrum Professional and Scrum Master, Scrum Alliance (2016)

Initiatives Led

Academic Program Development: I led the development of several innovative academic programs that respond to evolving industry needs while maintaining rigorous academic standards:

- **Master of Science in Digital Transformation**: Designed an interdisciplinary graduate program combining technology, business strategy, and organizational change elements. This program launched in 2020 and has exceeded enrollment targets by 35%.
- **Graduate Certificate in Agile Leadership**: Developed a specialized certificate program focusing on leadership competencies for agile environments. This program bridges traditional management approaches with emergent leadership models appropriate for dynamic organizational contexts.
- **Executive Education Series in Technology Leadership**: Created a modular executive education curriculum for technology leaders transitioning to executive roles. This series has been delivered to over 300 professionals from diverse industries.

Curriculum Innovation Project: As chair of the Curriculum Innovation Task Force at Florida University Southeast, I led a comprehensive review and redesign of the university's graduate business curriculum. This initiative:

- Integrated competency-based elements into traditional course structures
- Implemented authentic assessment approaches aligned with industry needs
- Incorporated emerging technologies and methodologies into core courses
- Established an ongoing curriculum review process to ensure continued relevance

Research Mentorship Program: I established a structured research mentorship program connecting faculty members with graduate students based on shared research interests. This program has:

- Increased student publication rates by 40%
- Improved dissertation completion rates

- Created collaborative research communities across departments
- Resulted in several successful grant applications for collaborative projects

Global Academic Partnerships: I initiated and developed academic partnerships with universities in Ethiopia, Germany, and India, creating opportunities for:

- Faculty exchange programs
- Collaborative research initiatives
- Joint degree programs
- Student exchange opportunities
- Cross-cultural educational experiences

8. Reflective Statement

My journey as a scholar-practitioner has been characterized by continuous movement between theoretical exploration and practical application. This bidirectional flow has enriched both my academic work and my professional practice, creating a virtuous cycle of learning, application, and reflection. As I reflect on my academic portfolio, several themes emerge that have defined my approach to teaching, research, and service.

The integration of theory and practice has been a consistent focus throughout my career. My industrial experience in organizations like the US Nuclear Regulatory Commission has provided rich context for my academic work, while my research and teaching have informed my approach to organizational challenges. This integration is most evident in my teaching philosophy, where I emphasize learning experiences that connect theoretical frameworks with real-world applications. Students consistently highlight this connection as a valuable aspect of my courses, noting how case studies and practical examples enhance their understanding of complex concepts.

Leadership development has been another central theme in my work. From my dissertation research on emotional intelligence and transformational leadership to my current focus on agile leadership models, I have sought to understand how effective leadership emerges and develops in diverse contexts. This interest extends to my own leadership practice, where I apply evidence-based approaches in my administrative roles. As Academic Vice President at Florida University Southeast, I have implemented leadership development programs for faculty and staff based on principles identified through my research.

My teaching, research, and service activities align with my core values of inclusive excellence, ethical practice, and lifelong learning. In the classroom, I create environments where diverse perspectives are valued and where students develop both technical competencies and ethical frameworks for applying them. My research adheres to rigorous methodological standards while addressing questions with practical significance for organizations and communities. My service activities, particularly my volunteer work with the Ethiopian community in Washington DC, reflect my commitment to using professional expertise to address community needs.

Looking forward, I see several areas for growth and development in my academic work. First, I plan to expand my research on sustainability in project management, integrating insights from my current doctoral studies with my established research on organizational leadership. Second, I intend to further develop my expertise in digital pedagogy, exploring how emerging technologies can enhance learning experiences while maintaining the human connection that is central to effective teaching. Finally, I aim to extend my community engagement work through more formal partnerships between academic institutions and community organizations, creating sustainable models for university-community collaboration.

I believe that the most significant contribution of my work lies in bridging traditionally separated domains: academia and industry, theory and practice, technical expertise and human dynamics. As complex societal challenges require interdisciplinary approaches and collaborative solutions, I hope to continue developing frameworks and methodologies that facilitate this integration. By preparing students who can navigate both conceptual and practical dimensions of their fields, conducting research that informs real-world decision-making, and engaging with communities as collaborative partners rather than subjects of study, I aspire to embody the ideal of scholarship that serves both academic advancement and societal good.

9. Supporting Documentation

For a comprehensive review of my academic work, please refer to the following appendices that provide detailed evidence supporting the claims and accomplishments outlined in this portfolio:

Appendix A: Curriculum Vitae

A complete and current curriculum vitae detailing all academic positions, publications, presentations, grants, and professional activities.

Appendix B: Teaching Evaluations and Student Testimonials

Quantitative teaching evaluation summaries from all courses taught over the past five years, supplemented by qualitative feedback from students and unsolicited testimonials received through correspondence.

Sample Student Testimonial: "Dr. Tessema's Project Management Leadership course transformed my understanding of what it means to lead in complex environments. His ability to connect theoretical concepts with real-world examples, combined with his genuine interest in each student's development, created a powerful learning experience that continues to influence my professional practice years later." - Former Student, Georgetown University

Appendix C: Sample Publications

Copies of selected publications demonstrating the range and impact of my scholarly work, including:

- Journal articles on emotional intelligence and leadership
- Book chapters on organizational transformation
- Conference proceedings on agile methodology implementation
- Research reports from community-engaged scholarship projects

Appendix D: Letters of Recommendation and Commendation

Letters from academic colleagues, industry partners, and community organizations attesting to the quality and impact of my work across different domains.

Appendix E: Certificates and Professional Development Documentation

Copies of academic degrees, professional certifications, and documentation of continuing education and professional development activities.

Appendix F: Sample Course Materials

Representative examples of course syllabi, assignment descriptions, assessment rubrics, and learning activities demonstrating my pedagogical approach and curricular innovations.

Appendix G: Research Project Documentation

Detailed information on major research projects, including research protocols, data collection instruments, and summaries of findings and impacts.

Appendix H: Community Engagement Documentation

Documentation of community service activities, including project plans, partnership agreements, impact assessments, and testimonials from community partners.

10. Digital Academic Portfolio

My digital academic portfolio complements this document by providing interactive access to my teaching materials, research publications, and professional activities. The digital portfolio is designed to serve multiple purposes, including academic advancement, professional networking, student recruitment, and community engagement.

Platform Selection

I have implemented my digital portfolio using a combination of platforms to reach different audiences:

Primary Platform: Personal Academic Website (www.derejetessema-academic.com) This comprehensive website serves as the central hub for my academic identity, providing:

- Interactive curriculum organization with sample materials
- Research publication repository with full-text access where permissible
- Multimedia presentations of teaching methods and research findings
- Blog featuring reflections on current topics in education and management
- Calendar of upcoming presentations and professional activities

Supplementary Platforms:

- **ResearchGate Profile**: Focuses on research publications and academic networking
- **LinkedIn Profile**: Emphasizes professional experience and industry connections
- **Academia.edu**: Connects with the broader academic community
- **Georgetown University Faculty Profile**: Institutional presence with student-focused information

Accessibility Features

My digital portfolio implements several features to ensure accessibility for diverse audiences:

- Screen reader compatibility with proper heading structure and alt text for images
- Multiple language options including English, Amharic, and German
- Responsive design for access across devices including smartphones and tablets
- Text transcripts for all audio and video content
- Simplified navigation options for users with cognitive disabilities
- High contrast mode for users with visual impairments

Professional Branding Elements

The digital portfolio establishes a consistent professional brand across platforms through:

- Integrated visual identity with consistent color scheme and typography
- Clear articulation of research agenda and teaching philosophy
- Curated selection of high-impact publications and projects
- Regular updates highlighting current activities and accomplishments
- Strategic linking between platforms to create a cohesive online presence
- Integration with professional social media accounts for broader reach

The digital portfolio serves as a living extension of this document, allowing for continuous updates and providing interactive access to materials that demonstrate the full scope and impact of my academic work.

Final Reflection

This academic portfolio represents not only a record of past accomplishments but also a roadmap for future development. Through the process of compiling and reflecting on my academic journey, I have gained deeper insight into the connections between various aspects of my work and identified areas for continued growth and exploration.

I am particularly proud of the integration of theory and practice throughout my career, and the ways in which my dual identity as scholar and practitioner has enriched both dimensions of my professional life. The opportunity to conduct meaningful research, mentor students on their academic journeys, and contribute to organizational transformation has been deeply fulfilling, and I look forward to continuing this work in the years ahead.

As educational paradigms evolve and new challenges emerge in organizational environments, I remain committed to continuous learning and adaptation. I will continue to seek opportunities for collaboration across disciplines, to engage with diverse communities, and to contribute to the development of both theoretical knowledge and practical applications. Through this ongoing journey, I hope to honor the mentors who have guided my development while helping to prepare the next generation of scholars and practitioners for the complex challenges they will face.

Appendix A: Resume/CV

ACADEMIC PORTFOLIO

2025

Dereje Befekadu Tessema

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dtessema@gmail.com
https://derejebtessema.com
Scholar-Practitioner, Researcher, Author, and Coach
--
PhD, (Applied Management and Decision Sciences)

PhD, (Sustainability)

PMP, PMI-ACP, CEA, SAFe-SPC
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2025 Tropaia Award for Project Management Outstanding Faculty, Georgetown University, School of Continuing Studies (SCS)

2012 - Professor of the Year, Virginia International University

PROFESSIONAL SUMMARY

Highly accomplished IT executive and scholar-practitioner with over 20 years of experience leading complex technology projects and organizational transformations. Recognized expert in project/program management, enterprise architecture, and agile methodologies. Proven ability to manage large-scale IT initiatives while mentoring teams and developing future leaders. Extensive background in both academia and industry with a focus on technological innovation, leadership development, and organizational change.

PROFESSIONAL EXPERIENCE

United States Nuclear Regulatory Commission, Washington DC (2005 – 2025)

Contracting Officer's Representative (FAC-COR Level I & II)

As the Contracting Officer's Representative for the Conference Rooms and AV Modernization projects, I managed a $25M contract implementing state-of-the-art audiovisual technologies across multiple facilities. I ensured all contract deliverables met agency requirements while maintaining strict federal compliance standards and security protocols.

- Led cross-functional teams through all project lifecycle phases using PMI methodologies
- Managed vendor relationships and ensured contractual compliance for multiple concurrent projects
- Orchestrated the deployment of advanced AV technologies including Crestron, Poly, Logitech, and Microsoft Teams systems
- Designed comprehensive network infrastructure with robust security measures to protect sensitive information
- Supervised the certification and accreditation process ensuring all systems met federal security requirements
- Developed detailed documentation for training, operations, and maintenance procedures

Enterprise Cloud Architect

As the Enterprise Cloud Architect, I led the agency's migration from on-premises infrastructure to Microsoft Azure cloud services. This strategic initiative significantly improved system reliability, enhanced disaster recovery capabilities, and reduced operational costs while maintaining stringent security compliance required for nuclear regulatory operations.

- Developed and implemented the agency's cloud migration strategy and roadmap
- Designed hybrid architecture solutions aligning with federal security requirements and compliance standards

- Orchestrated the migration of mission-critical applications and data to Azure with minimal service disruption
- Established cloud governance frameworks to optimize resource utilization and control costs
- Implemented robust security controls and monitoring solutions for cloud-based systems
- Created documentation and training programs to build organizational cloud competency

Senior Project Manager

As Senior Project Manager, I oversaw multiple high-priority information technology initiatives essential to the agency's regulatory mission. I was responsible for strategic planning, budget management, and leadership of cross-functional teams delivering solutions that enhanced operational efficiency and regulatory effectiveness.

- Led complex IT projects with budgets ranging from $5M to $25M from initiation through closeout
- Developed and maintained project governance frameworks ensuring alignment with agency strategic goals
- Managed stakeholder relationships across multiple organizational levels, including executive leadership
- Established and enforced quality management processes to ensure delivery of high-value IT solutions
- Implemented risk management strategies to identify, assess, and mitigate project threats
- Mentored junior project managers, fostering professional development and succession planning

Organizational Transformation Coach

As the Organizational Transformation Coach, I guided the agency's transition to agile methodologies and modern development practices. This transformation initiative significantly improved project delivery times, enhanced product quality, and increased stakeholder satisfaction across multiple technology programs.

- Designed and implemented an agency-wide agile transformation strategy aligned with federal requirements
- Conducted training sessions and workshops on agile methodologies for over 200 staff members
- Established communities of practice to sustain organizational learning and continuous improvement
- Developed agile governance frameworks compatible with federal acquisition and compliance requirements
- Coached executive leadership on change management strategies and organizational development principles

- Created measurement frameworks to track transformation progress and demonstrate business value

Information Technology Specialist

As an Information Technology Specialist, I provided technical expertise across multiple domains including infrastructure management, application development, and systems integration. I collaborated with cross-functional teams to deliver reliable and secure technology solutions supporting the agency's regulatory mission.

- Designed and implemented enterprise-level IT infrastructure solutions supporting 4,000+ users
- Developed technical specifications and requirements for mission-critical applications
- Conducted security assessments and vulnerability testing for key systems and applications
- Provided expert technical guidance to resolve complex system issues and performance bottlenecks
- Collaborated with business units to align technology solutions with operational requirements
- Maintained comprehensive technical documentation for systems and applications

Shady Grove Group Consulting and Gashe Publishing LLC, Rockville, MD (2005 – Present)

Senior Vice President

As Senior Vice President, I lead consulting services focusing on organizational transformation, project management excellence, and technology strategy for public and private sector clients. I develop and deliver specialized training programs while conducting research on emerging management practices and publishing insights through various academic and professional channels.

- Provided curriculum development and accreditation consulting for university-level programs
- Developed custom training programs for project management and agile methodologies
- Conducted research on organizational development and published findings in peer-reviewed journals
- Delivered executive coaching on leadership development and organizational transformation
- Led strategic planning initiatives for clients implementing enterprise-level technology solutions
- Authored multiple books on project management and leadership development

United States Department of Agriculture (USDA), Washington DC (2003 – 2005)

Technology Lead and Technical Architect

As Technology Lead and Technical Architect, I managed the implementation of one of USDA's largest modernization initiatives, directing both technical strategy and execution. I led teams of government and contractor personnel in delivering complex enterprise systems supporting USDA's mission across multiple agencies.

- Chaired the Engineering Review Board analyzing and approving system change requests
- Coordinated network impact analysis studies with OCIO to validate infrastructure readiness
- Led the transformation of the Purchase Card Management System from client/server to web-based architecture
- Designed and implemented system solutions supporting over 42,000 users across 19 agencies
- Contributed to the department's enterprise architecture development and implementation
- Established technical standards and governance processes for systems development

National Weather Service (NWS), Silver Spring, Maryland (2002 – 2003)

Enterprise Messaging and Directory Manager

As Enterprise Messaging and Directory Manager, I provided technical leadership for NWS's critical communication infrastructure supporting weather forecasting operations nationwide. I implemented security enhancements and collaboration tools while ensuring compliance with federal IT security requirements.

- Administered enterprise messaging and directory services for 5,000+ users across 19 locations
- Implemented security policies and controls aligned with NIST 800-18 and GISRA requirements
- Designed and deployed network security solutions utilizing iPlanet LDAP with SSL and PKI
- Implemented Oracle Collaboration Suite to enhance organizational communication capabilities
- Advised on network consolidation and migration projects across regional offices
- Coordinated telecommunications infrastructure utilizing point-to-point T1 connections

MERANT, Rockville, Maryland (1999 – 2002)

Sr. Network and Storage Area Network Engineer

As Senior Network and Storage Area Network Engineer, I led the design and implementation of enterprise infrastructure solutions supporting mission-critical business operations. I coordinated cross-functional technical teams to deploy advanced disaster recovery systems and performance optimization solutions.

- Supervised multi-vendor teams implementing EMC-SRDF disaster recovery infrastructure
- Designed and deployed Cisco load balancing systems to enhance application performance
- Implemented knowledge management systems to improve information sharing and access
- Managed 350+ multi-platform servers (UNIX, Windows, Novell, Linux) supporting various applications
- Configured and maintained enterprise network infrastructure including firewalls, routers, and switches
- Developed high-availability solutions to ensure 24/7 system uptime for critical business applications

EDUCATION

Capital Technology University, Maryland

- 2nd PhD in Sustainability (Expected 2025)

Walden University, Minneapolis, Minnesota

- PhD in Applied Management and Decision Sciences (2010)
- Dissertation: "The Relationship between Emotional Intelligence and Transformational Leadership in Project Management: Quantitative Study"

George Washington University, Washington DC

- Master Certificate: IT Project Management (2008)

California State University/FEAC Institute, Hayward, California

- Advanced Certificate: Federal Enterprise Architecture (2005)

John Hopkins University, Baltimore, Maryland

- Master of Science: Information and Telecommunication Systems for Business (2003)

Ostfalia University of Applied Science, Suderburg, Germany

- Master of Science: Engineering (1993)

Alemaya University, Alemaya, Ethiopia

- Bachelor of Sciences: Economics (1987)

CERTIFICATIONS

- Scaled Agile Framework (SAFe) Certified Program Consultant (SAFe-SPC)
- Project Management Professional (PMP)
- Project Management Institute Agile Certified Practitioner (PMI-ACP)
- Certified Scrum Master (CSM)
- Certified Scrum Professional (CSP)
- Certified Enterprise Architect (CEA)
- Scaled Agile Framework Certified Product Owner/Trainer
- Scaled Agile Framework Certified Agilist
- Federal Acquisition Institution (FAI) Contracting Officer's Representative (FAC-COR)

ACADEMIC EXPERIENCE

As a course developer for graduate-level programs, I have applied advanced instructional design principles and educational theories including Andragogy and Heutagogy to create transformative learning experiences. My approach emphasizes self-directed learning pathways that acknowledge adult learners' professional experiences while challenging them to develop higher-order critical thinking skills. I've designed comprehensive curricula across Project and Program Management, Information Technology, Enterprise Architecture, Capital Planning, and Agile methodologies, creating scaffolded learning experiences that progress from structured guidance to autonomous exploration.

My course development work integrates emotional intelligence and leadership components as essential elements of professional success. By embedding reflective practices, authentic assessment strategies, and collaborative learning environments, I've created educational experiences that develop both technical competencies and crucial soft skills. My curriculum design incorporates industry-standard frameworks while encouraging innovative problem-solving approaches, preparing graduates to navigate complex organizational challenges with both theoretical foundations and practical capabilities.

Georgetown University, School of Continuing Studies (2018 – Present)

As Adjunct Faculty, I teach graduate courses in Project Management and Agile methodologies while contributing to curriculum development initiatives. I've helped modernize the project management curriculum to incorporate emerging practices and digital transformation concepts, receiving consistently excellent student evaluations.

Post University, Waterbury, CT (2019 – Present)

Serving as Associate Faculty, I teach graduate courses in Project Management while mentoring students through research projects. I've introduced innovative assessment strategies that bridge theoretical knowledge with practical application, preparing students for real-world challenges.

Florida University Southeast (2016 – Present)

As Academic Vice President, I provide strategic leadership for academic programs, faculty development, and curriculum innovation. I've overseen the development of multiple graduate programs aligned with industry needs, implementing quality assurance frameworks that ensure educational excellence.

Virginia International University (VIU), Springfield, Virginia (2010 – 2017)

As Lead Faculty for the Masters in Project Management program, I directed curriculum development and program assessment, earning recognition as Professor of the Year in 2012. I spearheaded the program's alignment with PMI standards while integrating emerging agile and digital transformation concepts.

Colorado Technical University (CTU), Online Program (2011 – 2013)

As Subject Matter Expert and Adjunct Faculty, I developed the Software Project Management graduate course from concept to implementation. I designed innovative virtual learning experiences incorporating simulation exercises and case-based assessment strategies that significantly improved student engagement and outcomes.

Walden University, Minneapolis, Minnesota (2008 – 2010)

As Peer Mentor for doctoral students, I guided research methodology and dissertation development in the Applied Management and Decision Sciences Program. I supported students in developing rigorous research frameworks while navigating the challenges of doctoral-level scholarly writing and investigation.

PROFESSIONAL MEMBERSHIPS

- American Society for Public Administration (ASPA)
    - Public Administration Research section
    - Science and Technology in Government section
    - Public Administration Education section
    - National Capital Area and Maryland chapters
- Academy of Management (AOM)
    - Division of International Management (IM)
    - Division of Management Spirituality and Religion (MSR)
    - Division of Organizational Development and Change (ODC)
    - Division of Organizational Communication and Information Systems (OCIS)

- o Division of Social Issue in Management (SIM)
- Organizational Development Network (ODC)
- Project Management Institute, three local chapters, and PMI-ISSIG
- Federal Enterprise Architecture Institute
- Sigma Iota Epsilon national honorary and professional Management Fraternity

SELECT PUBLICATIONS

- Tessema, D.B. (2023). "How this Happened: Demystifying the Nile History and Events Leading to the Realization of the Grand Ethiopian Renaissance Dam (GERD)." Gashe Publishing, Rockville, MD.
- Tessema, D.B. (2017). "The role of governance, compliance, and training for the success of construction project management industry." Keynote speech at the 2nd Annual Concert, Cement, and Energy Summit, Addis Ababa, Ethiopia.
- Tessema, D.B. (2016). "Knowledge Creation Process." International Conference on Interdisciplinary Research Studies.
- Tessema, D.B. & Chala, Z. (2016). "Analysis of the Effect of Quantitative Easing (QE) in the Recovery of the 2008 World Economic Crisis."
- Tessema, D.B. (2013). "How this Happened - Election 2012: Perfecting the Science of Presidential Campaigning." Gashe Publishing, Rockville, MD.
- Tessema, D.B. & Alemu, A.B. (2011). "Emotional Intelligence and Transformational Leadership for Organizational Development." Selected as the 2011 Academy of Management Organizational Development and Change (ODC) best paper finalist.